

New Jersey Public Employment Relations Commission  
**POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1	Public Employer:	<u>Township of Howell</u>	County:	<u>Monmouth</u>
2	Employee Organization:	<u>Superior Officers Association</u>	Number of Employees in Unit:	<u>17</u>
3	Base Year Contract Term:	<u>1/1/2014 - 12/31/2016</u>		
4	New Contract Term:	<u>1/1/2017 - 12/31/2020</u>		

**SECTION II: Type of Contract Settlement (please check only one)**

5	<input checked="" type="checkbox"/>	Contract settled without neutral assistance		
6	<input type="checkbox"/>	Contract settled with assistance of mediator		
7	<input type="checkbox"/>	Contract settled with assistance of fact-finder		
8	<input type="checkbox"/>	Contract settled in Interest Arbitration		
9	If contract was settled in Interest Arbitration, did the Arbitrator issue an Award?			
	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

**SECTION III: Base Salary Calculation**

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "'Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10	Salary Costs in base year	\$	<u>2,215,106.00</u>
11	Longevity Costs in base year	\$	<u>94,812.00</u>
12	Other base year salary costs		
	<u>Educational Incentive Pay</u>	\$	<u>42,465.00</u>
	<u>Holiday Pay</u>	\$	<u>203,572.00</u>
	<u>Detective Stipends</u>	\$	<u>500.00</u>
	<u></u>	\$	<u></u>
	Sum of "Other" Costs Listed in Line 12.	\$	<u>246,537.00</u>
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$	<u>2,556,455.00</u>

Employer: Township of HowellEmployee Organization: Superior Officers Association

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**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**14 Total Base Salary Cost from Line 13: \$ 2,556,455.00

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u></u>	<u></u>
16 Cost of Salary Increments (\$)	<u>36,578</u>	<u>40,375</u>	<u>32,257</u>	<u>0</u>	<u></u>	<u></u>
17 Salary Increase Above Increments (\$)	<u>45,123</u>	<u>46,749</u>	<u>48,322</u>	<u>49,284</u>	<u></u>	<u></u>
18 Longevity Increase (\$)	<u>8,690</u>	<u>5,829</u>	<u>918</u>	<u>0</u>	<u></u>	<u></u>
19 Total Increased Cost for "Other" Items (\$)	<u>9,634</u>	<u>8,044</u>	<u>7,053</u>	<u>4,265</u>	<u></u>	<u></u>
20 Total Increase (\$) (sum of lines 16-19)	<u>100,025</u>	<u>100,997</u>	<u>88,550</u>	<u>53,549</u>	<u></u>	<u></u>

**SECTION V: Average Increase Over Term of New CNA**

21 Dollar Increase Over Life of Contract \$ 343,121 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 13.422 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 3.36 % [Divide percentage on Line 22 by number of years of the contract]

Employer: Township of HowellEmployee Organization: Superior Officers Association

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**SECTION VI: Other Economic Items Outside Base Salary and Increases**

		←Increases→						
24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
25	Totals (\$):							

**SECTION VII: Medical Costs**

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$ 376,121	\$ 335,566
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$ 22,822	\$ 22,822
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$ 398,943	\$ 358,388



Employer: Township of Howell

Employee Organization: Superior Officers Association

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**SECTION VII: Medical Costs (continued)**

31	Employee Insurance Contributions	\$ <u>98,732</u>	\$ <u>117,448</u>
32	Contributions as % of Total Insurance Cost	<u>24.75</u> %	<u>32.77</u> %

**33 Identify any insurance changes that were included in this CNA.**

Effective 1/1/19, employees shall not be eligible to enroll in Direct 10 insurance coverage in the NJ SHBP, which shall be replaced by Direct 15 insurance coverage. All employees shall elect to enroll in Direct 15 or any plan that is offered by the Township through the SHBP that has a premium equal to or less than Direct 15. This will equate to a savings of approximately \$16,031 for the 2019 budget. All employees shall contribute to their health benefits at the Tier 4 level rates as set forth in Chapter 78, P.L. 2011 throughout the duration of this contract period. Effective 1/1/18, the Township shall no longer offer compensation for employees who opt out of its medical plan.

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Louis Palazzo

Position/Title: Chief Financial Officer

Signature: 

Date: 07/09/2018

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
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